

# Agile Coaching

In a Nutshell



Professional



Creative



Supportive



Competent

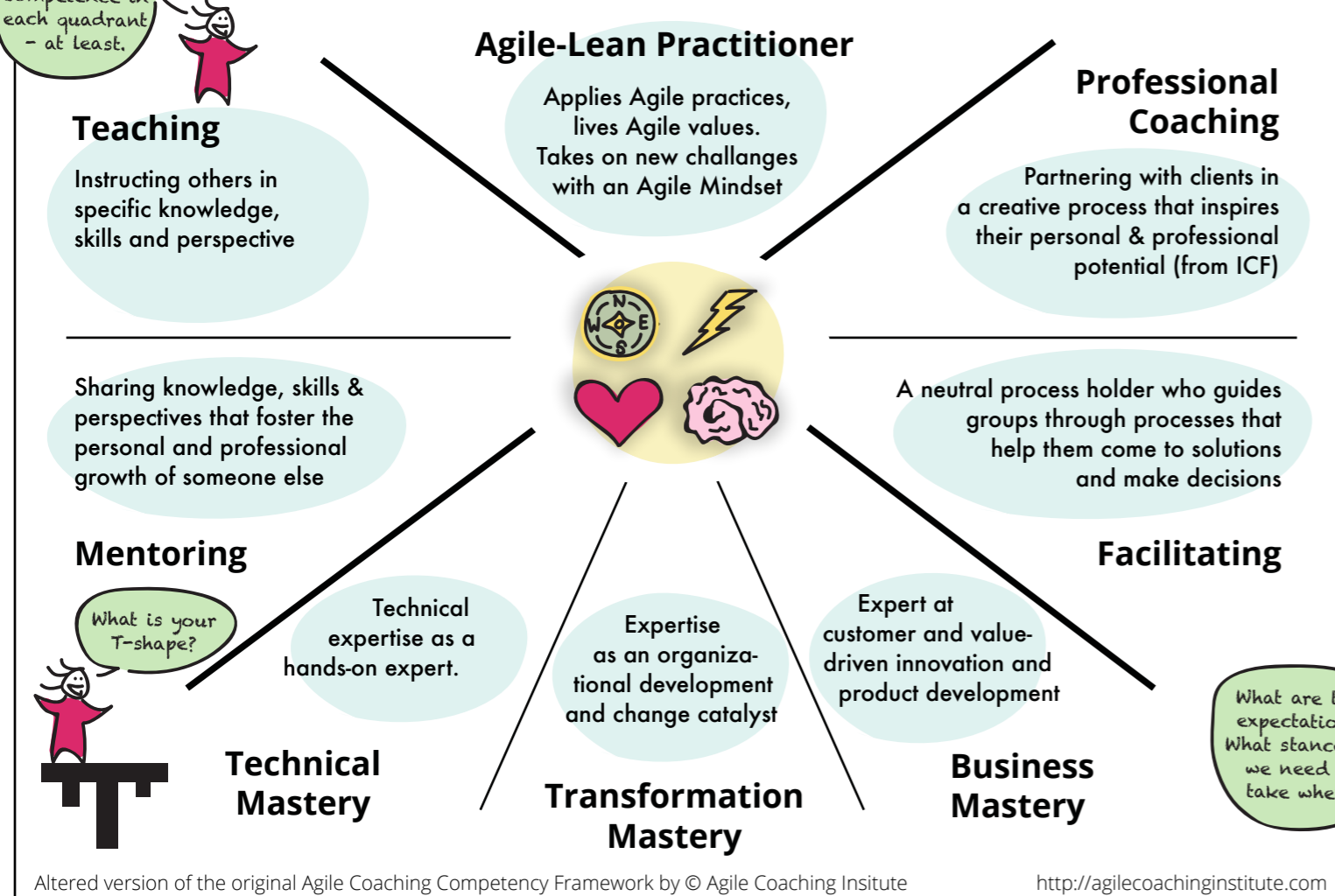
- Listen to understand, not to answer.
- Be tough on the problem, but kind to the people.
- Support those who want support.
- Inspire to change, never use force.

**DANDY  
PEOPLE**

ver. 1.4

## Agile Coaching Competency Framework

An Agile Coach should have one competence in each quadrant - at least.



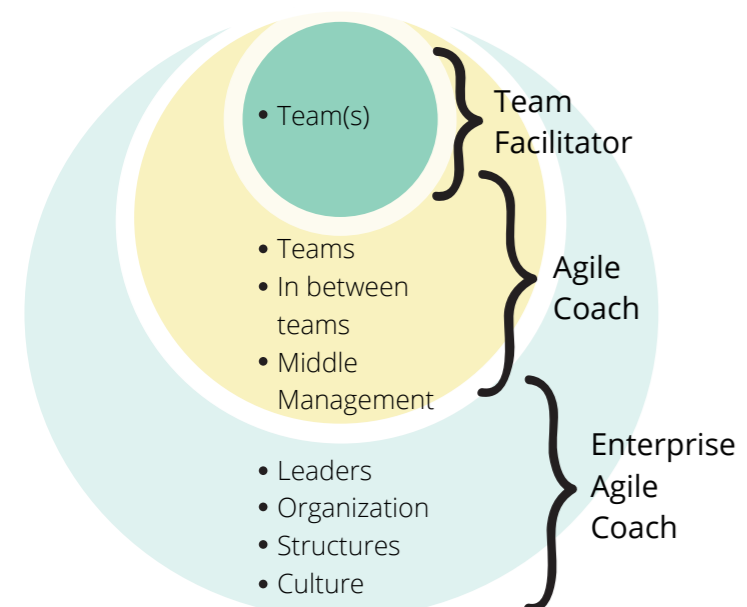
Altered version of the original Agile Coaching Competency Framework by © Agile Coaching Institute

<http://agilecoachinginstitute.com>

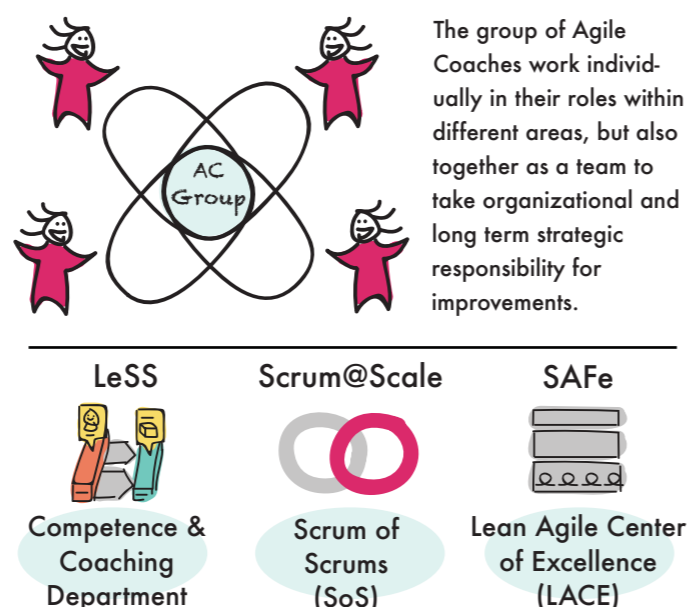
## Choosing Coaching Stance

Responsibility for client growth ↑	<b>Visionary</b> "This is the future and you can get there too" Inspiring leader who shares ideas and stories of a better tomorrow.	<b>Coach</b> "You did well, what do you think you can do better next time?"	<b>Partner</b> "We will do it together and learn from each other"
	<b>Facilitator</b> "You will do it, I will guide the process"	<b>Teacher</b> "Here are some principles and methods you can use to solve problems of this type"	<b>Mentor</b> "I will do it; you join in side by side so you can learn from me"
	<b>Reflective Observer</b> "You do it; I will watch and tell you what I see and hear"	<b>Advisor</b> "I will answer your questions as you go along"	<b>Hands-on Expert</b> "I will do it for you. I will tell you what to do"
	Responsibility for client result →		

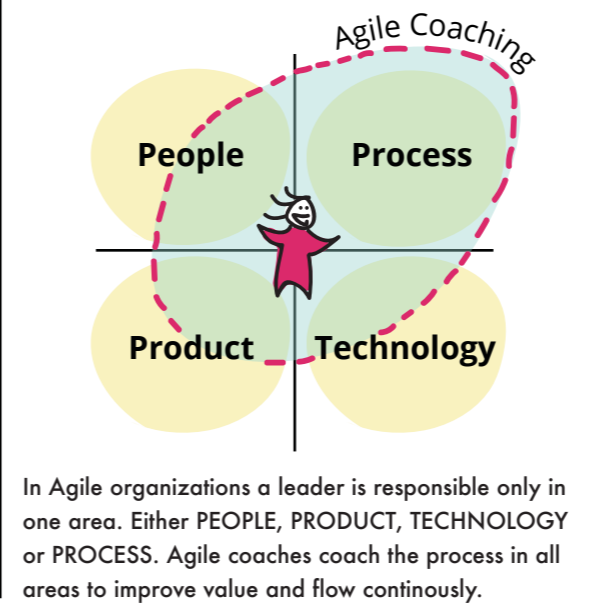
### Levels of Agile Coaching



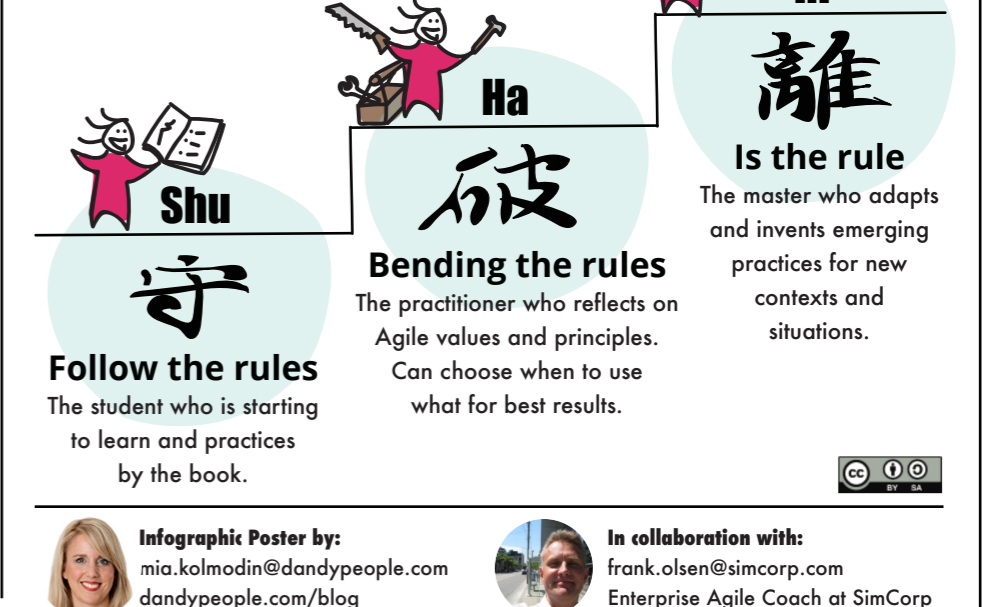
### The Agile Coaching Group



### Areas of Agile Coaching



### Shu-Ha-Ri - Lean Agile Maturity



Choosing a Consulting Role Source: Principles and Dynamics of Matching Role to Situation. Douglas P. Champion, David H. Kiel and Jean A. McLendon